lab Catagony (Han EEO 4)	То	tal	٧	V	Al/	AN	E	3	H	L	A	1	NHO	PI	N	
Job Category (Use EEO-4)	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	М	F
1 - Officials & Administrators																
Number Applied	309	222	77	32	5	2	164	166	25	6	16	3	11	6	11	7
Total Hires	8	2	3		-		3	2	-	-	2	-	-	-	-	-
Selection Rate	2.6%	0.9%	3.9%	0.0%	N/A	N/A	1.8%	1.2%	0.0%	N/A	12.5%	N/A	0.0%	N/A	0.0%	N/A
Ratio to Highest Rate	100.0%	34.8%	31.2%	0.0%	N/A	N/A	14.6%	9.6%	0.0%	N/A	100.0%	N/A	0.0%	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	Yes	Yes	N/A	No	N/A	Yes	N/A	Yes	N/A
2 - Professionals																
Number Applied	71	FO	2	37	58	6	2	3	1	5	3	7	5	_	_	_
Total Hires	71	58 1		1	-	-		ى -	- 1	ე -	ა -	-	- -		-	
Selection Rate	0.0%	1.7%	N/A	2.7%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A
Ratio to Highest Rate	NA	100.0%	N/A	100.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A
1 Sterillar / (a verse impact (1 cs/140)	140	140	111/7	140	163	163	111/7	163	111/7	163	163	163	163	11/7	IN//A	TN//A
3 - Technicians																
Number Applied	18	15	9	8			8	6	-	1	1	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	No	N/A	N/A	N/A	N/A	N/A
4 - Protective Service			1		1			1	1				1			
Number Applied	31	20	2	-	-	-	23	20	4	-	1	-	-	-	1	_
Total Hires	2	1	-	-	-	-	2	1	-	-	-	-	-	-	-	-
Selection Rate	6.5%	5.0%	0.0%	N/A	N/A	N/A	8.7%	5.0%	0.0%	N/A						
Ratio to Highest Rate	100.0%	77.5%	0.0%	N/A	N/A	N/A	100.0%	57.5%	0.0%	N/A						
Potential Adverse Impact (Yes/No)	No	Yes	Yes	N/A	N/A	N/A	No	Yes	Yes	N/A						
5 Denomofosoianal																
5 - Paraprofessional Number Applied																
Total Hires	-	-	-	-	-			-				-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Potential Adverse Impact (Yes/No)	N/A N/A	N/A N/A	N/A	N/A N/A	N/A N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A
Totelliai Adverse illipact (Tes/NO)	111/71	1 N/ <i>F</i> 1	111/74	111/71	111/71	111/71	111/74	1 1 ///	11/71	111/74	111/74	111/74	11/71	11/71	IN/A	111/71
6 - Administrative Support																
Number Applied	90	289	14	19	7	19	59	226	-	3	3	2	2	3	5	17
Total Hires	3	1	-	-	-	-	3	1	-	-	-	-	-	-	-	-
Selection Rate	3.3%	0.3%	0.0%	0.0%	N/A	0.0%	5.1%	0.4%	N/A	0.0%						
Ratio to Highest Rate	100.0%	10.4%	0.0%	0.0%	N/A	0.0%	100.0%	8.7%	N/A	0.0%						

lab Catamany (Han FFO 4)	То	tal	V	1	Al/	AN	E	3	H	L	A	1	NH	OPI	N	ı
Job Category (Use EEO-4)	Male	Female	M	F	M	F	M	Ŧ	М	Ŧ	М	Ŧ	М	F	M	F
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	Yes	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Yes
7 Chillad Craft	T															
7 - Skilled Craft																
Number Applied	168	131	9	2	-	-	146	124	2	-	3	1	3	-	5	4
Total Hires	10	-	1	-	-	-	8	-	1	-	-	-	-	-	-	-
Selection Rate	6.0%	0.0%	11.1%	N/A	N/A	N/A	5.5%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	N/A	N/A	N/A	49.3%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Number Applied	170	131	11	2	-	-	146	124	2	-	3	1	3	-	5	4
Total Hires	27	19	1	-	-	-	26	19	-	-	-	-	-	-	-	-
Selection Rate	15.9%	14.5%	9.1%	N/A	N/A	N/A	17.8%	15.3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	91.3%	51.0%	N/A	N/A	N/A	100.0%	86.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes:

	To	tal	٧	V	Al/	AN	E	3	Н	/L		4	NH	OPI	N	1
Persons with Disabilities	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-			-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	To	tal	٧	V	AI/	AN	E	3	Н	/L		4	NH	OPI	N	1
Veterans	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-			-	-	-	-	-	-		-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes: DDOT compared the number of applicants for employment and promotions in each job category, who declared to be an individual with disabilities and veterans. See Appendix H for details.

Detroit Department of Transportation

lah Catagamy (Usa EEO 4)	То	tal	V	V	Al/	AN	Е	3	H/I	_	A	1	NHO	OPI	N	
Job Category (Use EEO-4)	Male	Female	M	F	M	F	М	F	М	F	M	F	M	F	М	F
1 - Officials & Administrators																
Number Applied	309	222	77	32	5	2	164	166	25	6	16	3	11	6	11	7
Total Promotions	-	1				-	-	1	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.5%	0.0%	0.0%	N/A	N/A	0.0%	0.6%	0.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A
Ratio to Highest Rate	NA	100.0%	0.0%	0.0%	N/A	N/A	0.0%	100.0%	0.0%	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	No	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A
2 - Professionals																
Number Applied	71	58	2	37	58	6	2	3	1	5	3	7	5	-	-	-
Total Promotions	1	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	1.4%	1.7%	N/A	2.7%	1.7%	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A
Ratio to Highest Rate	81.7%	100.0%	N/A	100.0%	63.8%	0.0%	N/A	0.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A
3 - Technicians																
Number Applied	8	6	1	1			7	5				-	-	-	-	-
Total Promotions	2	1	-	-	-	-	2	1	-	-	-	-	-	-	-	-
Selection Rate	25.0%	16.7%	0.0%	0.0%	N/A	N/A	28.6%	20.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	66.7%	0.0%	0.0%	N/A	N/A	100.0%	70.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service															1	
Number Applied	31	20	2	-	-	-	23	20	4	_	1	-	-	-	1	_
Total Promotions	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	_
Selection Rate	3.2%	0.0%	0.0%	N/A	N/A	N/A	4.3%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	0.0%	N/A	N/A	N/A	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	N/A	No	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	2	2	-	2	_	_	2	_		_	-	-	_	_	_	_
Total Promotions													_		_	_
Selection Rate	0.0%	0.0%	N/A	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	N/A	#DIV/0!	N/A	N/A	#DIV/0!	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	#DIV/0!	N/A	N/A	#DIV/0!	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support					_											
Number Applied	90	289	14	19	1	19	59	226	-	3	3	2	2	3	5	17
Total Promotions	- 0.00/	9	-	- 0.00/	-	-	-	9	-	-	-	-	-	-	-	-
Selection Rate	0.0%	3.1%	0.0%	0.0%	N/A	0.0%	0.0%	4.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Highest Rate Potential Adverse Impact (Yes/No)	NA No	100.0% No	0.0%	0.0%	N/A	0.0%	0.0%	100.0%	N/A	N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	0.0%
r oteritiai Auverse Impact (Tes/NO)	INO	INO	Yes	Yes	N/A	Yes	Yes	No	N/A	N/A	IN/A	IN/A	IN/A	IN/A	IN/A	Yes
7 - Skilled Craft																
Number Applied	168	131	9	2	-	-	146	124	2	-	3	1	3	-	5	4
Total Promotions	62	1	3	-	1	-	56	1	2	-	-	-	-	-	-	-

Detroit Department of Transportation

lab Catagony (Llas EEO 4)	То	tal	W	I	Al/		E	3	H	L L	A	4	NHO	OPI	N	Л
Job Category (Use EEO-4)	Male	Female	M	F	M	F	M	F	М	F	M	F	M	F	М	F
Selection Rate	36.9%	0.8%	33.3%	N/A	N/A	N/A	38.4%	0.8%	N/A							
Ratio to Highest Rate	100.0%	2.1%	86.9%	N/A	N/A	N/A	100.0%	2.1%	N/A							
Potential Adverse Impact (Yes/No)	No	Yes	No	N/A	N/A	N/A	No	Yes	N/A							
8 -Service-Maintenance																
Number Applied	170	131	11	2	-	-	146	124	2	-	3	1	3	-	5	4
Total Promotions	6	3	-	-	ı	-	6	3	ı	-	-	-	-	•	1	-
Selection Rate	3.5%	2.3%	0.0%	N/A	N/A	N/A	4.1%	2.4%	N/A							
Ratio to Highest Rate	100.0%	64.9%	0.0%	N/A	N/A	N/A	100.0%	58.9%	N/A							
Potential Adverse Impact (Yes/No)	No	Yes	Yes	N/A	N/A	N/A	No	Yes	N/A							

Notes: The City of Detroit HR Recruitment doesn't separation employees from applicants, therefore see EEO Program Section 11.3: Promotions & Transfers.

	To	tal	٧	٧	Al/	AN	E	3	Н	/L	-	4	NH	OPI	N	Λ
Persons with Disabilities	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	To	tal	٧	W		AN	E	3	Н	/L	-	4	NH	OPI	N	Λ
Veterans	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

DDOT compared the number of applicants for employment and promotions in each job category, who declared to be an individual with disabilities and veterans. See Appendix H for details.

	_				<u>-mploym</u>		ices Alia	17212 - 116		<i>n</i>			11114			-
Job Category (Use EEO-4)	Tot		W		AI/		E	3	H	/L	, ,		NHC		N	•
ood category (ose 220 4)	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	4	4	-	-	-	-	4	4	-	-	-	-	-	-	-	-
Total Trained	7	5		-	-	-	7	5	-	-	-	-	-	-	-	-
Training Rate	175.0%	125.0%	N/A	N/A	N/A	N/A	175.0%	125.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	71.4%	N/A	N/A	N/A	N/A	100.0%	71.4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	N/A	N/A	N/A	N/A	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	7	7	1	-	-	-	6	7	-	-	-	-	-	-	-	-
Total Trained	-	-	-	-	-	-	-	-	-	-	•	-	-	-	-	-
Training Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	10	6	1	1	-	-	8	5	-	-	1	-	-	-	-	-
Total Trained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A
4 - Protective Service		T	Т					Т					T			
Total Workforce	11	7	-	-	-	-	11	7	-	-	-	-	-	-	-	-
Total Trained	_		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	3	2		2	1		2	-	-	-	-	-	-	-	-	-
Total Trained	-						-	-	-	-	-	_	-	-	-	
Training Rate	0.0%	0.0%	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Total Workforce	15	34	2	-	-	-	13	34		-	_	_	_	_	_	
Total Trained	-	18	-	-	-	-	-	18	-	-	-	-	-	-	-	-
Training Rate	0.0%	52.9%	0.0%	N/A	N/A	N/A	0.0%	52.9%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	100.0%	0.0%	N/A	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	N/A	Yes	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																

lab Catagony (Use EEO 4)	То	tal	W	I	Al/	AN	E	3	H	/L	P	1	NHO	OPI	N	1
Job Category (Use EEO-4)	Male	Female	M	F	M	F	М	F	М	F	M	F	M	F	М	F
Total Workforce	87	3	5		1		78	3	2		1	-	-	-	-	-
Total Trained	1	-	-	-	-	-	1		-	-	-		-	-	-	-
Training Rate	1.1%	0.0%	0.0%	N/A	N/A	N/A	1.3%	0.0%	0.0%	N/A						
Ratio to Highest Rate	100.0%	NA	0.0%	N/A	N/A	N/A	100.0%	0.0%	0.0%	N/A						
Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	N/A	No	Yes	Yes	N/A						
8 -Service-Maintenance																
Total Workforce	322	146	3	1	-	1	318	144	1	-	-	-	-	-	-	-
Total Trained	-	23	-	-	-	-	-	23	-	-	-		-	-	-	-
Training Rate	0.0%	15.8%	N/A	N/A	N/A	N/A	0.0%	16.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	100.0%	N/A	N/A	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	Yes	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes:

Detroit Department of Transportation

lab Catagory (Han FFO 4)	То	tal	V	V	Al/		Cht of Ir		H/	L	A	4	NHO	OPI	N	1
Job Category (Use EEO-4)	Male	Female	M	F	М	F	M	F	М	Ŧ	М	F	М	F	M	F
1 - Officials & Administrators																
Total Workforce	4	4	-	-	-	-	4	4	-	-	-	-	-	-	-	-
Total Involuntary Terminations	#VALUE!	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	#VALUE!	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	#VALUE!	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	#VALUE!	#VALUE!	N/A	N/A	N/A	N/A	#VALUE!	#VALUE!	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	7	7	1	-	-		6	7	-	_	-	-	_	-	-	_
Total Involuntary Terminations	2	-	1				1	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	28.6%	0.0%	100.0%	N/A	N/A	N/A	16.7%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians							_									
Total Workforce	10	6	1	1	-	-	8	5	-	-	1	-	-	-	-	-
Total Involuntary Terminations	-	ı					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Total Workforce	11	7					11	7								
	11	/	-				11	1	-			-	-		-	
Total Involuntary Terminations	1	-					1	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	9.1%	0.0%	N/A	N/A	N/A	N/A	9.1%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Job Cotogory (Use EEO 4)	To	tal	V	V	Al/	AN	E		H	/L	A		NHO	OPI	N	1
Job Category (Use EEO-4)	Male	Female	M	F	М	F	М	F	M	F	М	F	M	F	M	F
5 - Paraprofessional																
Total Workforce	3	2		2	1		2	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 Administrative Support																
6 - Administrative Support Total Workforce	4.5	2.4	2				13	34				_				
Total Involuntary Terminations	15	34			-		13	34			-	-	-		-	
	- 0.00/	ა	0.00/	NI/A	NI/A	NI/A	- 0.00/	ű	- NI/A	- N1/A	- NI/A	- N1/A	- NI/A	- NI/A	- NI/A	- NI/A
Involuntary Termination Rate	0.0%	8.8%	0.0%	N/A	N/A	N/A	0.0%	8.8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	0.0%	100.0%	N/A	N/A	N/A	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	87	3	5		1		78	3	2		1	-	-	-	-	-
Total Involuntary Terminations	4	-					4	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	4.6%	0.0%	0.0%	N/A	N/A	N/A	5.1%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	000	4.40	3	1		1	318	144	1							
	322	146	3		-				<u> </u>	-	-	-	_		-	
Total Involuntary Terminations	22	8	2.112				22	8	-	-	-	-	-	-	-	-
Involuntary Termination Rate	6.8%	5.5%	N/A	N/A	N/A	N/A	6.9%	5.6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	80.2%	100.0%	N/A	N/A	N/A	N/A	80.3%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Detroit Department of Transportation

Notes:

lab Catagory (Has FFO 4)	То	tal	V	V	Al/	AN	E	3	H	L	A	1
Job Category (Use EEO-4)	Male	Female	M	F	М	F	М	F	M	F	M	F
1 - Officials & Administrators												
Total Workforce	4	4	-	-	-	-	4	4	-	-	-	-
Suspension	-	2					-	2	-		-	-
Discipline Rate	0.0%	50.0%	N/A	N/A	N/A	N/A	0.0%	50.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	N/A	N/A	N/A	N/A	No	Yes	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-					-		-		-	-
Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	•	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-		-	-	-
Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
2 - Professionals												
Total Workforce	7	7	1	-	-	-	6	7	-	-	-	-
Suspension	1	-			-		1	-	-	-	-	-
Discipline Rate	14.3%	0.0%	0.0%	N/A	N/A	N/A	16.7%	0.0%	N/A	N/A	N/A	N/A

Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	1	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
3 - Technicians												
Total Workforce	10	6	1	1	-	-	8	5	-	-	1	-
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	N/A

<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	N/A
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	N/A
4 - Protective Service												
Total Workforce	11	7	-	-	-	-	11	7	-	-	-	-
Suspension	1	-			-		1	-	-	-	-	-
Discipline Rate	9.1%	0.0%	N/A	N/A	N/A	N/A	9.1%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
Written Reprimand	1	-			-	-	1	-	-	-	-	-
Discipline Rate	9.1%	0.0%	N/A	N/A	N/A	N/A	9.1%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	NIa	N/A	NI/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
	INO	No	IN/A	N/A	IN/A	1 1/7 1	140	110	1 11/17	111/7	IN/A	
<enter discipline="" type=""></enter>	-	NO -	IN/A	N/A	IN/A -	-	-	-	-	-	- IN/A	_
Enter Discipline Type> Discipline Rate	- 0.0%	- 0.0%	N/A N/A	N/A N/A	N/A	- N/A	- 0.0%	- 0.0%	- N/A	- N/A	N/A	- N/A
. ,,	-	-			-	-	-	-	-	-	-	N/A N/A
Discipline Rate	0.0%	0.0%	N/A	N/A	- N/A	- N/A	0.0%	0.0%	- N/A	- N/A	- N/A	
Discipline Rate Ratio to Lowest Rate	- 0.0% 100.0%	0.0% 100.0%	N/A N/A	N/A N/A	N/A N/A	N/A N/A	0.0% 100.0%	0.0% 100.0%	N/A N/A	N/A N/A	N/A N/A	N/A

Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
5 - Paraprofessional												
Total Workforce	3	2		2	1		2	-	-	-	-	-
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Discipline Rate	0.0%	0.0%	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A

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Discipline Rate	0.0%	0.0%	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A
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6 - Administrative Support												
Total Workforce	15	34	2	-	-	-	13	34	-	-	-	-
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
7 - Skilled Craft												

Total Workforce	87	3	5		1		78	3	2		1	-
Suspension	3	-	-		-		3	-	-	-	-	-
Discipline Rate	3.4%	0.0%	0.0%	N/A	N/A	N/A	3.8%	0.0%	0.0%	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	100.0%	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A
Written Reprimand	1	-			-	-	1	-	-	-	-	-
Discipline Rate	1.1%	0.0%	0.0%	N/A	N/A	N/A	1.3%	0.0%	0.0%	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	100.0%	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A
8 -Service-Maintenance												
Total Workforce	322	146	3	1	-	1	318	144	1	-	-	-
Suspension	41	11			-		41	11	-	-	-	-
Discipline Rate	12.7%	7.5%	N/A	N/A	N/A	N/A	12.9%	7.6%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	59.2%	100.0%	N/A	N/A	N/A	N/A	59.2%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
Oral	9	8			-	-	9	8	-	-	-	-

Discipline Rate	2.8%	5.5%	N/A	N/A	N/A	N/A	2.8%	5.6%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	51.0%	N/A	N/A	N/A	N/A	100.0%	50.9%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
Written Reprimand	5	1			-	-	5	1	1	-	-	-
Discipline Rate	1.6%	0.7%	N/A	N/A	N/A	N/A	1.6%	0.7%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	44.1%	100.0%	N/A	N/A	N/A	N/A	44.2%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
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Discipline Rate	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A

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